

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Thursday, 21 November 2024**

Virtual Hearing

Name of Registrant:	Miss Joanna Hackett
NMC PIN	14A0986E
Part(s) of the register:	Registered Nurse Sub Part 1 Adult Nursing - (Level 1) 14 February 2014
Relevant Location:	Berkshire
Panel members:	Kiran Gill (Chair, Lay member) Lynn Bayes (Registrant member) Tasneem Dhanji (Lay member)
Legal Assessor:	Andrew Reid
Hearings Coordinator:	Anya Sharma
Nursing and Midwifery Council:	Represented by Grace Khaile, Case Presenter
Miss Hackett:	Not present and not represented at this hearing
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order varied

Decision and reasons on interim order

The panel decided to vary the current interim conditions of practice order.

The panel has determined that the following conditions are proportionate and appropriate:

'For the purposes of these conditions, 'employment' and 'work' mean any paid or unpaid post in a nursing, midwifery or nursing associate role. Also, 'course of study' and 'course' mean any course of educational study connected to nursing, midwifery or nursing associates.

1. You must limit your nursing practice to one substantive employer.
This could be an agency, provided that each placement is for a period of at least three months.
2. You must not work as the nurse in charge of any shift.
3. You must ensure that you are supervised any time you are working.
Your supervision must consist of:
 - a) Being directly observed by another registered nurse for medication management and administration until you are assessed and signed off as competent by a nurse of Band 6 or above. Evidence of the successful assessment should be sent to your case officer within 2 weeks having been assessed.
 - b) Working at all times on the same shift as, but not always directly observed by, a registered nurse.
4. You must attend fortnightly meetings with your clinical line manager or supervisor to discuss your clinical workload, medications management and administration, record keeping, and infection control.

5. Prior to your next review, you must obtain a report from your clinical line manager or supervisor detailing your compliance with these conditions and your clinical practice in relation to your medications management and administration, record keeping, and infection control.

6. You must keep the NMC informed about anywhere you are working by:
 - a) Telling your case officer within seven days of accepting or leaving any employment.
 - b) Giving your case officer your employer's contact details.

7. You must keep the NMC informed about anywhere you are studying by:
 - a) Telling your case officer within seven days of accepting any course of study.
 - b) Giving your case officer the name and contact details of the organisation offering that course of study.

8. You must immediately give a copy of these conditions to:
 - a) Any organisation or person you work for.
 - b) Any employers you apply to for work (at the time of application).
 - c) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.

9. You must tell your case officer, within seven days of your becoming aware of:
 - a) Any clinical incident you are involved in.
 - b) Any investigation started against you.
 - c) Any disciplinary proceedings taken against you.

10. You must allow your case officer to share, as necessary, details about your performance, your compliance with and / or progress under these conditions with:
 - a) Any current or future employer.
 - b) Any educational establishment.
 - c) Any other person(s) involved in your retraining and/or supervision required by these conditions

Unless Miss Hackett's case has already been concluded, this interim order must be reviewed before the end of the next six months and every six months thereafter. Additionally, Miss Hackett or the Nursing and Midwifery Council (NMC) may ask for the interim order to be reviewed if any new evidence becomes available that may be relevant to the interim order.

At any review a panel may revoke the interim order or any condition of it, it may confirm the interim order, or vary any condition of it, or it may replace the interim conditions of practice order with an interim suspension order.

The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegations made against Miss Hackett. The NMC will write to Miss Hackett when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Miss Hackett in writing.

That concludes this determination.